

## **FACULTY WELFARE COMMITTEE**

**Campus Commons 2200**

**Wednesday, January 29th, 2025 | 3:30-5:00PM**

Present: Barkley, Brown, DeKrey, English, Garrett, Iannacchione, Kyle, Lee, Senbet

Zoom: Kang, Lunaris, Trask

Absent: Landry, Wieben

Guest: Katie Morrison

### **Call to Order 3:34pm**

**Approval of Agenda approved with the addition of the new section “Transferred Business” and the update of the amorous policy**

**Approval of January 15, 2025, meeting minutes approved without objection**

### **Chair's Report/Announcements**

1. Regulatory compliance follow-up: Katie Morrison will talk with us today about her meeting with administrators on behalf of the NHS RSCW committee.
  - On December 6th, the committee sent a letter to the President and Provost outlining concerns about the OSRP (Office of Sponsored Research and Programs) and IRB (Institutional Review Board).
  - The letter compiled a collection of faculty and student complaints, particularly regarding:
    - Turnaround times impacting faculty and students.
    - Lack of responsiveness and unclear protocols.
    - Issues in handover/transition periods.
  - Administrators had very amendable feedback
    - Provost Fleming believed this issue fell under her purview and requested to be the lead person on it.
    - She was highly receptive to feedback and reviewed all documents thoroughly and walked through each concern point by point during the meeting.
    - A list of suggestions were presented to the provost.
  - The letter was originally meant to go to the Faculty Senate
    - Follow up with Kim Murza on whether the letter should still be sent will be needed.
  - Questions raised by the committee:
    - What can Faculty Senate do?
    - Can a process/policy be written that goes into UR or BPM? Or write a resolution?
      - This will allow grievances, which can be concerning
      - Is it a personnel issue?
      - Giving a standard process can be helpful.
    - Would writing a resolution be productive or make the situation worse?
    - Does Faculty Senate have authority in what OSRP does?

- Would it be a good idea to have a fire side chat with ORSP be helpful?
- FWC or FS can demand service level expectations, where FWC focuses on expectation-setting and OSRP handles functional implementation.
  - Provost Fleming is working with Jeri-Anne Lyons and OSRP liaisons on some service level expectation/guidance. It was suggested to hold off on Senate involvement until needed.
- Senators could share experiences and encourage faculty to complete the survey.
- There has been some movement on OSRP and IRB, but not much on IACUC.
  - Is OSRP aware of the issues that have been going on?
- Kyle will bring these concerns to the provost and report back at the next FWC meeting.
- Katie will check if she can share her documents and a summary of concerns.

### **Subcommittee Reports**

1. None

### **Special Orders**

1. None

### **Unfinished Business**

1. 2-3-801 Faculty Evaluation
  - Revision of Unit-Level Evaluation Committee
    - Establish a minimum of three members while capping the total at the number of faculty members in the department.
      - However, the upper limit may not be necessary.
    - Including a cap could lead to policy violations or disrupt existing functional practices.
    - Departments should have the flexibility to determine what works best for them and establish their own criteria.
    - Key questions to address:
      - What specific problem are we solving?
      - What harm are we trying to prevent?
      - What is the intended role of this policy?
    - This discussion will be continued at the next meeting.
  - Continue at (2)(b)(II)(D).

### **New Business**

1. Regulatory compliance issues.
2. Distinguished Professor designation
3. Consideration of service and professional activity weighting within faculty evaluation
4. Ethical use of student evaluations of teaching within faculty evaluation, DEI consideration
5. Advocate for faculty free access to recreation center
6. Amorous relationship policy – consider addition of references to other BPM sections such as 1-1-508(3) Sexual Harassment Policy, 1-1-502 Conflict of Interest, 2-3-410 Conflict of Interest, 3-6-125 Discrimination Complaint Procedures.

### **Completed Business**

1. Revision of 1-1-307 on 10/9/2024 – on hold for submission to Codification Committee until completion of 2-3-801 and 3-3-801.
2. Revision of 2-3-304 Affiliate Faculty on 11/6/2024 – approved by BOT on 12/13/2024.
3. Revision of 2-3-305 Academic Titles on 11/6/2024 – approved by BOT on 12/13/2024.

**Transferred Business**

1. Step-back policy – transferred to Salary Equity Committee
2. Work on Amorous Policy continues in the office of the General Counsel.

**Call to the Good of the Order**

**Adjournment 5:02pm**